Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

National Park Service: NPS (and below)

For 3rd Quarter 2021 for period ending June 30, 2021

		Comparative Data												
Complaint Activity	Pr	evious	Fiscal	Year	Data	1	021Th06 20							
	2016	2017	2018	2019	9 202		2021Thru06-30							
Number of Complaints Filed	76	87	97	83	77	7	58							
Number of Complainants	74	87	94	82	73	3	57							
Repeat Filers	2	0	3	1	4		1							
G 11.1 D 1				Com	parati	ve Da	ta							
Complaints by Basis		Previous Fiscal Year Data												
Note: Complaints can be filed alleging multiple bases. The sum the bases may not equal total complaints filed.	ı of	2016	2017	2018	2019	2020	2021Thru06- 30							
Race		22	26	31	23	26	28							
Color		9	8	11	9	12	7							
Religion		1	2	2	3	6	2							
Reprisal		39	34	49	38	40	22							

Sex

PDA

National Origin

Equal Pay Act

Age	20	35	23	27	28	19
Disability	28	17	37	24	32	11
Genetics	0	0	0	1	0	0
Non-EEO	2	1	5	4	3	2
Compleints by Issue			Com	parati	ve Dat	ta
Complaints by Issue	Pre					
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	2021Thru06- 30
Appointment/Hire	20	14	10	8	11	14
Assignment of Duties	8	12	5	12	6	6
Awards	1	3	0	1	1	0
Conversion to Full Time/Perm Status	0	1	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	3	6	2	0	4	0
Suspension	1	3	5	3	5	1
Removal	2	2	6	4	5	2
Other	0	0	0	0	0	1
Duty Hours	0	4	0	1	3	1
Perf. Eval./ Appraisal	8	10	6	9	6	1
Examination/Test	0	2	0	0	0	2
Harassment						
Non-Sexual	32	38	42	34	30	17
Sexual	4	1	3	3	4	1
Medical Examination	1	0	0	1	1	0
Pay including overtime	3	4	0	1	1	4
Promotion/Non-Selection	10	7	17	4	8	2
Reassignment						
Denied	1	0	1	0	0	0

Directed		0	3	5	4	2	3
Reasonable Accommodation I	Disability	10	4	11	8	11	1
Reinstatement		0	0	0	0	0	0
Religious Accommodation		0	0	0	0	0	0
Retirement		0	2	0	1	0	0
Sex-Stereotyping		0	0	0	0	0	0
Telework		2	0	2	0	1	0
Termination		3	7	5	3	6	6
Terms/Conditions of Employn	nent	7	15	7	5	8	6
Time and Attendance		4	4	3	1	7	1
Training		2	2	1	5	3	2
Other							
User Defined - Other 1		0	1	0	0	0	1
User Defined - Other 2		0	0	0	0	0	0
User Defined - Other 3		0	0	0	0	0	0
User Defined - Other 4		0	0	0	0	0	0
			Con	npara	tive	Data	
Processing Time	P	revious	Fiscal	Year	Data	a	2021Thru06-
	2016	2017	2018	20	19	2020	30
Complaints pending during fis	scal year						
Average number of days in investigation	197.67	184.92	146.9:	5 169	0.08	155.99	168.70
Average number of days in final action	85.48	53.89	44.86	66.	.75	97.56	117.79
Complaint pending during fisc	al year v	vhere he	aring w	as rec	quest	ed	
Average number of days in investigation	206.91	183.33	154.6	1 167	7.64	154.19	171.90
Average number of days in final action	18.00	36.20	31.26	61.	.94	81.13	77.14
Complaint pending during fisc	al year v	vhere he	aring w	as no	t req	uested	
Average number of days in investigation	191.35	186.03	138.25	5 172	2.13	159.72	157.44

Average number of days in final action	11	9.21	L	65.8	35	48	8.43	3	73.	25	14	3.27	15	57.12	
Complaints Dismissed by			P	revi	iou	ıs F				ativo · Da		ata	2021	Thru06-	
Agency		201	6	20	17	2	2018	8	201	9	20	20	30		
Total Complaints Dismissed b Agency	у	3	8		8		3		8			6	4		
Average days pending prior to dismissal		202	2	128	.13	3 9	4.3	3 1	23.	75	120	0.67	,	206	
Compla	int	s W	ith	dra	wr	ı by	C	omp	lai	nan	ts				
Total Complaints Withdrawn l Complainants	эу	6	6 6				6		2		ı	9		8	
							(Com	pa	rati	Data				
Total Final Agency Action	ıs			Pre	vio	us]	Fis	cal	Yea	ır D	ata	ı	2021	Thru06-	
Finding Discrimination		201	16 201		17	7 2018		20	19	20	020	30			
		#	•	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings		1			0		0		0		1		3		
Without Hearing		1	1	00	0	0	0	0	0	0	1	100	3	100	
With Hearing		0		0	0	0	0	0	0	0	0	0	0	0	
Findings of Discrimination	on							Coı	npa	ırat	ive	ı			
Rendered by Basis				Pr	evi	ious	s Fi	sca	ΙΥ	ear l	Dat	ta	2021	Thru06-	
Note: Complaints can be filed			20	016	2	017	2	018	2	019	2	2020		30	
alleging multiple bases. The st the bases may not equal total complaints and findings.	ım	of	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings			0		0		0		0		1		3		
Race			0	0	0	0	0	0	0	0	0	0	1	33	
Color			0	0	0	0	0	0	0	0	0	0	1	33	
Religion			0	0	0	0	0	0	0	0	0	0	0	0	
Reprisal			0	0	0	0	0	0	0	0	1	100	1	33	
Sex			0	0	0	0	0	0	0	0	0	0	2	67	
PDA			0	0	0	0	0	0	0	0	0	0	0	0	

National Origin	0	0	0	0	0	0	0	0	0	0	1	33
		<u> </u>		<u> </u>								
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	1	33
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		1		3	
Race	0	0	0	0	0	0	0	0	0	0	1	33
Color	0	0	0	0	0	0	0	0	0	0	1	33
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	1	100	1	33
Sex	$\frac{0}{0}$	0	0	0	0	0	0	0	0	0	2	67
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	1	33
_				<u> </u>								
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0

Age	0	0	C	0	0	0	0	0	0	0	1	33	
Disability	0	0	0	0	0	0	0	0	0	0	0	0	
Genetics	0	0	C	0	0	0	0	0	0	0	0	0	
Non-EEO	0	0		0 0	0	0	0	0	0	0	0	0	
						Con	npa	ırat	ive	Data	ì		
Findings of Discrimination		Pr	revious Fiscal					ar I	Oat	a	2021Thru06-		
Rendered by Issue	20	2016		2017)18	20)19	2020		30		
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		0		0		0		1		3		
Appointment/Hire	0	0	0	0	0	0	0	0	1	100	1	33	
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0	
Awards	0	0	0	0	0	0	0	0	0	0	0	0	
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0	
Disciplinary Action													
Demotion	0	0	0	0	0	0	0	0	0	0	0	0	
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0	
Suspension	0	0	0	0	0	0	0	0	0	0	0	0	
Removal	0	0	0	0	0	0	0	0	0	0	0	0	
Other	0	0	0	0	0	0	0	0	0	0	0	0	
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0	
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0	
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	
Harassment													
Non-Sexual	0	0	0	0	0	0	0	0	0	0	3	100	
Sexual	0	0	0	0	0	0	0	0	0	0	0	0	
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0	
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0	
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0	
Reassignment													

Directed Reasonable Accommodation	0	0	0	0	0						l	l
	0				U	0	0	0	0	0	0	0
Disability		0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	$\frac{1}{0}$	0	0	0	0	0	0	0	$\begin{vmatrix} 0 \end{vmatrix}$	0	0	0
Awards	$\frac{1}{0}$	0	0	0	0	0	0	0	$\begin{vmatrix} 0 \end{vmatrix}$	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action		<u> </u>				<u> </u>		<u> </u>			I	I
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0

Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		1		3	

Appointment/Hire	0	0	0	0	0	0	0	0	1	100	1	33
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	3	100
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0

Investigations Exceed Required Tim Frames	e	6	6		0			1		0		0
Pending Complaints Where			_			2				0		
		20		201		201		201		2020	202	30
Complaint Investigations		F	re	viou	ıs I	Fisca						1Thru06-
				<u> </u>		Co	m	para		ve Da	ta	
Appeal with EEOC Office of Federal Operations		32	2	14	1	16	,	13		20		16
Final Agency Action		7	'	1		2		6		11	5	
Hearing		7:	5	75	5	87		71		50		66
ROI issued, pending Complainant's action		C)	0		0		0		0		0
Investigation		1		0		0		1		0		1
Number complaints pending												
Total Complainants		73	8	76	76			71		60		70
Total complaints from previous Fisc Years	al	82	2	76	76)	75		61		73
110/10 db		2016		201	2017		8	201	9	2020		30
Pending Complaints Filed in Previous Fiscal Years by Status		P	re	viou	ıs I	Tisca	al Y	Year	· D	ata	202	1Thru06-
				ta								
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Training	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0